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### **RESOLUTION NO. 2025-33**

#### **REVISIONS TO THE LAC COURTE OREILLES TRIBAL CODE OF LAW PERSONAL TIME OFF PAP.9.7.070**

**WHEREAS**, the Lac Courte Oreilles Band of Lake Superior Chippewa Indians is a federally recognized Indian tribe ("Tribe") organized pursuant to the provisions of the Indian Reorganization Act of 1934, 25 U.S.C. §5101, *et seq.*; and,

**WHEREAS**, the Tribal Governing Board serves as the governing body of Lac Courte Oreilles Band of Lake Superior Chippewa Indians pursuant to Article III, § 1 of the Amended Constitution and Bylaws of the Lac Courte Oreilles Band of Lake Superior Chippewa Indians; and

**WHEREAS**, the Tribal Governing Board is further empowered to "regulate, be enactment of ordinances, the conduct of business within the territory of the band" pursuant to Article V §§(n); and

**WHEREAS**, it is in the best interest of the Tribe to make revisions to LCOTCL Sec. PAP.9.7.070.

**NOW THEREFORE BE IT RESOLVED**, that the Tribal Governing Board hereby adopts the Personal Time Off Sec. PAP.9.7.070 revisions as follows:

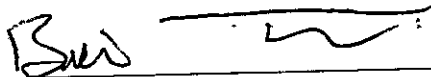
1. Insert as PAP.9.7.070(d)(4) "Regular full-time team members who are classified as Directors/Managers of departments will accrue PTO as negotiated during the hiring process. At times, exempt team members who may not be a department head, may be able to negotiate their PTO accrual during the hiring process. The negotiated rate shall not be above the listed maximum rate of 288 hours per year. Once negotiated, the Executive Team will need to approve the negotiated rate. PTO is accrued with each period and is available for immediate use by an exempt team member with the approval of their Executive Team.
2. Insert as PAP.9.7.070(d)(6) "PTO will accrue consistent with the following accrual rate for non-exempt, regular full-time team members

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and exempt team members, unless a different rate was negotiated and approved by the Executive Team:"

**CERTIFICATION**

I, the undersigned, as Secretary/Treasurer of the Lac Courte Oreilles Tribal Governing Board, hereby certify that the Tribal Governing Board is composed of seven (7) members, of whom 7 being present, constituted a quorum at a meeting thereof, duly called, convened, and held on this **3<sup>rd</sup> day of February, 2025**, that the foregoing Resolution was duly adopted at said meeting by an affirmative vote of 6 members, 0 against, 0 abstaining, and that said Resolution is a lawful act of the Tribe.



William Trepanier, Secretary/Treasurer  
Lac Courte Oreilles Tribal Governing Board